



***MISSOURI
HEALTH CARE
RESPONSIBILITY REPORT***

***First Quarter 2015
January - March, 2015 Updated
through October, 2015***

*Missouri Department of Social Services
MO HealthNet Division
October 30, 2015*

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MISSOURI HEALTH CARE RESPONSIBILITY REPORT

Introduction

On November 27, 2006, Governor Matt Blunt signed Executive Order 06-45, directing the Missouri Department of Social Services (DSS) to prepare a Medicaid beneficiary employer report to be submitted to the Governor on a quarterly basis and to be known as the Missouri Health Care Responsibility Report.

In the 2007 legislative session, the Missouri General Assembly enacted Senate Bill 577, which transformed the Missouri Medicaid program into MO HealthNet (MHN). Section 208.230 of SB 577 is known as the “Public Assistance Beneficiary Employer Disclosure Act.” It directs the Department of Social Services to prepare a MO HealthNet beneficiary employer report. The requirements of Section 208.230 and Executive Order 06-45 are virtually identical.

Data Confidentiality

The Department of Labor and Industrial Relations (DOLIR) maintains a database of employers, employees, and wage information for the purpose of administration of the state unemployment compensation program. United States Department of Labor regulations (20 CFR 603) govern how such information can be used and under what circumstances the information can be made available to others. Federal regulations allow the disclosure of normally confidential information to public officials for use in their official duties, but do not allow public disclosure of confidential information. Therefore, without statutory changes, the report must be limited to non-identifiable data regarding individual employers. Wherever possible, DSS has used aggregated data to describe the employed population that receives MHN benefits and services.

A more detailed explanation of the methodology used to compile the report follows the summary data shown on the next two pages.

SUMMARY DATA
MISSOURI HEALTH CARE RESPONSIBILITY REPORT
January - March, 2015 Updated through October, 2015

Number of Employees and Family Members Included in the Report

A total of 493,384 MHN enrollees were employed during the quarter or were the spouse or child of an employed individual. However, only 213,925 of these are associated with an employer with 50 or more such individuals and are included in this report.

Percentage of Workforce

Seven hundred sixty-six (766) companies were identified as employing fifty (50) or more individuals who either received MHN benefits or were responsible for a spouse or child who received such benefits. These companies employed a total of 972,951 individuals in the State of Missouri. The Department of Social Services identified 112,391 individuals who were MHN enrollees or were responsible for a family member who was enrolled in MHN. Therefore, 11.55% of the workforce of these companies received MHN benefits for themselves or their families.

Number of MHN Enrollees for Employers with Fifty or More Individuals

MHN Enrolled Employees (E)	54,531
Employees with MHN Enrolled Family Members (N)	57,860
Total Employees (E + N)	112,391
MHN Enrolled Spouses (S)	11,788
MHN Enrolled Children (C)	147,606
Total MHN Enrollees (E + S + C)	213,925

Insurance Coverage

Based on a survey of employers conducted by the MO HealthNet Division (MHD), 58% of the employers provide insurance for their full-time employees and their family members. As shown below, coverage for part-time employees was far less likely to be available.

Percentage of All Employers Surveyed Providing Coverage for:	Full-Time Employees	Part-Time Employees	Spouses	Children
Yes	60%	19%	58%	58%
No	3%	44%	4%	4%
Unknown	37%	37%	38%	38%

Cost to the State of Missouri

The total cost to date to the State of Missouri for providing MHN coverage to these employees and their family members was \$160 million during the quarter covered by the report.

HIPP Enrollees	491
HIPP Payments	\$114,305
Title XIX Cost	\$151,93,633
Title XXI Cost	\$7,878,419
Other Cost	\$107,609
Total Cost	\$160,093,954
Total MHN Enrollees (E + S + C)	213,925
Per Capita/PMPM Cost	\$249

It should be noted that receipt of MO HealthNet claims often lags for several months. Most bills are received and paid within six months. In order to capture as many claims as possible an updated report will be issued at the end of the following quarter.

Industry Sectors

The tables that follow break down the statewide data into industry sectors. Some employers are associated with more than one industry sector. Employees of the State of Missouri, for instance, are distributed across four sectors: Information, Educational Services, Health Care and Social Assistance, and Public Administration.

Methodology

The Department of Social Services formed a working team of representatives from the MO HealthNet Division (MHD); the Family Support Division (FSD); the Information Technology and Services Division (ITSD) of the Office of Administration (OA); the Research Data and Analysis Section of the Division of Finance and Administrative Services (DSS/RDA); and IFOX (now Wipro), the MHN claims administrator, to design, gather data, program, and produce the report. DSS also receives assistance and data from the Department of Labor and Industrial Relations (DOLIR), which maintains wage information on employed Missourians, and the Personnel Division of OA, which maintains state employee records.

Compiling the data for the report requires combining eligibility data from DSS; wage data from DOLIR; state employee data from OA; and MO HealthNet claims data from Wipro.

The steps in the process are outlined below:

- At the end of the quarter, DOLIR provides a computer file to FSD/FAMIS and ITSD that includes all wages paid during the quarter for each employee and identifying information for the employer, including the number of employees for whom wages were paid by that employer during the quarter.

- FSD/FAMIS and ITSD match the wage file from DOLIR against DSS eligibility files to determine those employees who were eligible for MO HealthNet benefits at any time during the quarter and/or were responsible for a MO HealthNet eligible spouse or child. Since the DOLIR file contains only wage information and does not contain employment dates, DSS includes all individuals who received both wages and MHN benefits at any time during the quarter. (With respect to state employees, DSS takes the additional step of sending a file to the Division of Personnel in the Office of Administration to identify more precise employment dates.)
- FSD/FAMIS and ITSD add a code to the file for each individual. The code indicates if the individual is an employee who receives MO HealthNet benefits (E); an employee who does *not* receive MO HealthNet benefits, but is responsible for a spouse or child who does (N); an eligible spouse of an employed individual (S); or an eligible child of an employed individual (C). FSD/FAMIS and ITSD send both files to DSS/RDA.
- DSS/RDA combines the two files and eliminates all employees who work for employers that employ fewer than fifty (50) MO HealthNet beneficiaries or persons responsible for a MO HealthNet beneficiary.
- To determine the cost of MHN coverage, Wipro matches the file of employees against MO HealthNet claims and HIPP payment data. The total MHN cost includes Title XIX claims, Title XXI claims, and HIPP premium payments. (HIPP premium payments are made when a MO HealthNet enrollee has access to employer sponsored health insurance and it is more cost effective to pay the healthcare premium for the individual rather than to provide traditional MHN coverage. In such cases, the private insurance becomes the primary carrier. MHN is the secondary carrier and only pays for those services not covered by the primary carrier.)
- To obtain insurance information MHD conducts a telephone survey of all the employers included in the report.
- Limiting costs to services received within the same quarter in which wages were paid will understate costs in the initial quarterly report because of the inevitable lag between when services are delivered and when they are billed and paid. Based on historical data, approximately 85% of all claims are submitted and paid within three months from the date of service, while 93% are submitted and paid within six months. Therefore, DSS will save the data for each quarter's recipients and re-run the claims data at the end of the subsequent quarter in order to add payments made after the initial report was issued.
- DSS/RDA computes the per capita cost. The per capita cost is expressed in the report as a "per member, per month" (PMPM) cost. The PMPM cost is determined by dividing the total cost (Title XIX, Title XXI, Other, and HIPP payments) by the number of MHN enrollees (E + S + C). The quarterly cost is then divided by three months in order to obtain a monthly cost.

- DSS/RDA compiles the report for publication.

Data that is Unavailable

There is no central source or database maintained by any agency of state government for three data elements that are required for the preparation of the Missouri Health Care Responsibility Report:

- whether the employer offers health insurance to its full-time and part-time employees and their dependents;
- the hours worked by the individual for each employer; and
- the employment dates for each individual for each employer.

DSS addressed the first by conducting a telephone survey requesting the information from all employers included in the report. The absence of the other two data elements prevents DSS from reporting whether or not individuals are employed full-time or part-time. It also prevents a direct correlation between dates of employment and MHN eligibility.

TABLE 1. WORKFORCE PARTICIPATION BY SECTOR CODES
MISSOURI HEALTH CARE RESPONSIBILITY - JANUARY - MARCH 2015

Sector Name	Sector Codes	Missouri Workforce	MHN Enrolled Employees and Financially Responsible Employees (E + N)	Percentage of Workforce With an Employee and/or Family Member Enrolled in MHN
Agriculture, Forestry, Fishing, and Hunting	11	1,413	139	9.84%
Construction	23	8,133	536	6.59%
Manufacturing	31, 32, and 33	60,802	5,479	9.01%
Wholesale Trade	42	2,386	417	17.48%
Retail Trade	44 and 45	200,019	26,339	13.17%
Transportation and Warehousing	48 and 49	20,045	2,145	10.70%
Information	51	14,233	1,378	9.68%
Finance and Insurance	52	24,700	1,590	6.44%
Real Estate and Rental Leasing	53	2,890	491	16.99%
Professional, Scientific, and Technical Services	54	9,544	1,583	16.59%
Management of Companies and Enterprises	55	1,424	86	6.04%
Administrative Support, Waste Management, and Remediation Services	56	108,667	20,898	19.23%
Educational Services	61	136,473	7,254	5.32%
Health Care and Social Assistance	62	198,127	24,663	12.45%
Arts, Entertainment, and Recreation	71	10,409	884	8.49%
Accommodation and Food Services	72	98,328	16,161	16.44%
Other Services (except Public Administration)	81	8,355	1,171	14.02%
Public Administration	92	67,003	1,177	1.76%
Total		972,951	112,391	11.55%

TABLE 2. PARTICIPANT COUNTS BY SECTOR CODES
MISSOURI HEALTH CARE RESPONSIBILITY - JANUARY - MARCH 2015

Sector Name	Sector Codes	Employees with MHN				MHN Enrolled (S)	MHN Enrolled (C)	MHN Total MHN (E + S + C)			
		MHN Enrolled		Enrolled Family Members	Total Employees (E + N)						
		Employees (E)	(N)								
Agriculture, Forestry, Fishing, and Hunting	11	28	111	139	41	199	268				
Construction	23	93	443	536	113	730	936				
Manufacturing	31, 32, and 33	1,445	4,034	5,479	1,070	8,178	10,693				
Wholesale Trade	42	195	222	417	54	516	765				
Retail Trade	44 and 45	13,404	12,935	26,339	2,914	32,002	48,320				
Transportation and Warehousing	48 and 49	943	1,202	2,145	215	2,994	4,152				
Information	51	707	671	1,378	171	1,761	2,639				
Finance and Insurance	52	648	942	1,590	125	2,283	3,056				
Real Estate and Rental Leasing	53	216	275	491	42	721	979				
Professional, Scientific, and Technical Services	54	772	811	1,583	201	2,032	3,005				
Management of Companies and Enterprises	55	35	51	86	7	147	189				
Administrative Support, Waste Management, and Remediation Services	56	11,880	9,018	20,898	2,378		40,759				
Educational Services	61	2,135	5,119	7,254	876	10,434	13,445				
Health Care and Social Assistance	62	11,565	13,098	24,663	1,838	35,561	48,964				
Arts, Entertainment, and Recreation	71	369	515	884	118	1,254	1,741				
Accommodation and Food Services	72	9,205	6,956	16,161	1,302	19,290	29,797				
Other Services (except Public Administration)	81	583	588	1,171	98	1,432	2,113				
Public Administration	92	308	869	1,177	225	1,571	2,104				
Total		54,531	57,860	112,391	11,788	147,606	213,925				

TABLE 3 - ACCESS TO INSURANCE BY SECTOR CODES
MISSOURI HEALTH CARE RESPONSIBILITY - JANUARY - MARCH 2015

Sector Name	Sector Code	Full-Time Coverage			Part-Time Coverage			Spouse Coverage			Child(ren) Coverage		
		Yes	No	Unknown	Yes	No	Unknown	Yes	No	Unknown	Yes	No	Unknown
Agriculture, Forestry, Fishing, and Hunting	11	50%	0%	50%	0%	50%	50%	50%	0%	50%	50%	0%	50%
Construction	23	71%	0%	29%	14%	57%	29%	71%	0%	29%	71%	0%	29%
Manufacturing	31,32,33	73%	3%	24%	12%	64%	24%	73%	3%	24%	73%	3%	24%
Wholesale Trade	42	40%	0%	60%	0%	40%	60%	40%	0%	60%	40%	0%	60%
Retail Trade	44,45	57%	2%	41%	16%	42%	42%	54%	2%	44%	54%	2%	44%
Transportation and Warehousing	48,49	62%	0%	38%	31%	31%	38%	62%	0%	38%	62%	0%	38%
Information	51	56%	11%	33%	11%	56%	33%	56%	11%	33%	56%	11%	33%
Finance and Insurance	52	50%	0%	50%	14%	36%	50%	50%	0%	50%	50%	0%	50%
Real Estate and Rental Leasing	53	57%	14%	29%	0%	71%	29%	57%	14%	29%	57%	14%	29%
Professional, Scientific, and Technical Services	54	50%	0%	50%	0%	50%	50%	50%	0%	50%	50%	0%	50%
Management of Companies and Enterprises	55	0%	0%	100%	0%	0%	100%	0%	0%	100%	0%	0%	100%
Administrative Support, Waste Management, and Remediation Services	56	50%	8%	42%	18%	39%	43%	48%	10%	42%	48%	10%	42%
Education Services	61	72%	0%	28%	26%	46%	28%	72%	0%	28%	72%	0%	28%
Health Care and Social Assistance	62	64%	3%	33%	20%	47%	33%	60%	7%	33%	60%	7%	33%
Arts, Entertainment, and Recreation	71	60%	0%	40%	20%	40%	40%	60%	0%	40%	60%	0%	40%
Accommodation and Food Services	72	55%	2%	43%	24%	33%	43%	55%	2%	43%	55%	2%	43%
Other Services (except Public Administration)	81	83%	0%	17%	16%	67%	17%	83%	0%	17%	83%	0%	17%
Public Administration	92	50%	0%	50%	25%	25%	50%	50%	0%	50%	50%	0%	50%
Total		60%	3%	37%	19%	44%	37%	58%	4%	38%	58%	4%	38%

TABLE 4. PARTICIPANT COSTS BY SECTOR CODES
MISSOURI HEALTH CARE RESPONSIBILITY - JANUARY - MARCH 2015 UPDATED THROUGH OCTOBER, 2015

Sector Name	Sector	HIPP	HIPP	Title XIX	Title XXI	Other	Total Cost	Total
	Codes	Enrollees	Payments	Cost	Cost	Cost	(XIX, XXI, Other)	MHN (E + S + C) Cost
Agriculture, Forestry, Fishing, and Hunting	11	3	\$766	\$236,642	\$14,109	\$1	\$251,517	268 \$313
Construction	23	15	\$4,382	\$776,808	\$117,820	\$24	\$899,034	936 \$320
Manufacturing	31, 32, and 33	34	\$5,536	\$6,393,216	\$448,128	\$1,170	\$6,848,050	10,693 \$213
Wholesale Trade	42	0	\$0	\$663,909	\$39,914	\$1,760	\$705,584	765 \$307
Retail Trade	44 and 45	82	\$18,341	\$34,457,168	\$1,544,442	\$22,140	\$36,042,092	48,320 \$249
Transportation and Warehousing	48 and 49	5	\$686	\$2,836,427	\$172,645	\$173	\$3,009,932	4,152 \$242
Information	51	1	\$83	\$1,529,659	\$72,449	\$788	\$1,602,980	2,639 \$202
Finance and Insurance	52	14	\$3,530	\$1,615,242	\$197,780	\$995	\$1,817,547	3,056 \$198
Real Estate and Rental Leasing	53	0	\$0	\$577,106	\$44,228	\$26	\$621,359	979 \$212
Professional, Scientific, and Technical Services	54	9	\$3,530	\$1,376,686	\$99,131	\$40	\$1,479,387	3,005 \$164
Management of Companies and Enterprises	55	0	\$0	\$100,682	\$25,599	\$0	\$126,281	189 \$223
Administrative Support, Waste Management, and Remediation Services	56	24	\$3,380	\$28,585,440	\$829,972	\$5,441	\$29,424,233	40,759 \$241
Educational Services	61	26	\$7,066	\$6,619,379	\$878,385	\$4,625	\$7,509,455	13,445 \$186
Health Care and Social Assistance	62	127	\$32,100	\$39,663,305	\$2,317,554	\$26,105	\$42,039,065	48,964 \$286
Arts, Entertainment, and Recreation	71	2	\$157	\$939,333	\$83,213	\$441	\$1,023,145	1,741 \$196
Accommodation and Food Services	72	18	\$10,591	\$21,781,920	\$673,079	\$31,387	\$22,496,978	29,797 \$252
Other Services (except Public Administration)	81	5	\$598	\$1,444,322	\$86,337	\$413	\$1,531,670	2,113 \$242
Public Administration	92	126	\$23,560	\$2,396,377	\$233,632	\$12,077	\$2,665,645	2,104 \$422
Total		491	\$114,305	\$151,993,622	\$7,878,419	\$107,609	\$160,093,954	213,925 \$249